

CIVIL RIGHTS ON DECK



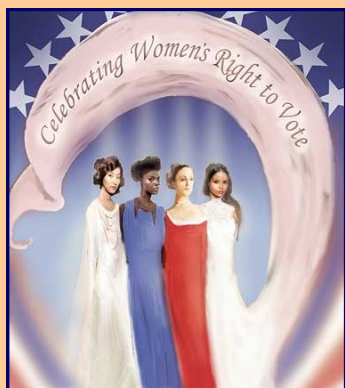
Share on Facebook

Share on Twitter

Volume 10, Issue 7

July 2015

Women's Equality Day is Celebrated in August!



Women's Equality Day, August 26th, is an opportunity to celebrate and honor the achievements of women and promote gender equality. The Coast Guard encourages all its members to participate in events commemorating this year's celebration. 2015 marks the 95th anniversary of women's suffrage in the U.S. Need ideas to inspire your Women's Equality Day event or celebration? Contact your local [Civil Rights Service Provider](#).

CIVIL RIGHTS DIRECTORATE

Ms. Terri Dickerson, Director
Ms. Francine Blyther, Office
of Civil Rights Operations
CAPT Joel Rebholz, Office of
Civil Rights Policy, Planning,
and Resources

Ms. Dayra Harbison, Chief,
Compliance & Procedures
Division

Ms. Barbara Stewart, Chief,
Solutions and Complaints
Division

CDR Kim Chesteen, Chief,
Planning and Resource
Management Division

CDR Albert Antaran,
Executive Assistant

LT Caleb James, Acting
Communications Officer

Commandant Speaks at Joint Women's Leadership Symposium



The Commandant of the Coast Guard, Admiral Paul Zukunft, is well known as a Service Leader who champions equal opportunity for Coast Guard civilian employees and military personnel. His commitment exemplifies the first of the Equal Employment Opportunity Commission's six elements of a model equal opportunity organization - Demonstrated Commitment from Agency Leadership. ADM Zukunft recently supported this ideal at the Joint Women's Leadership Symposium where the focus was on professional growth and retention (**Pictured Left**).

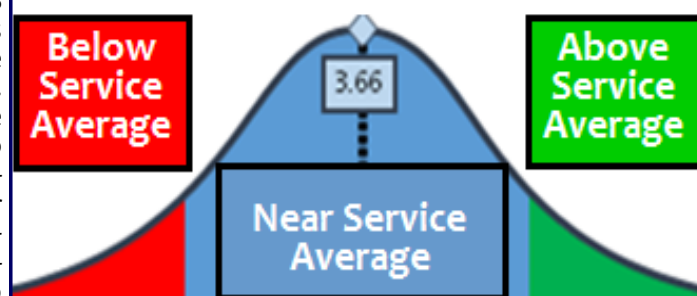
DEOCS: A Tool for Equal Opportunity at Your Unit

The Defense Equal Opportunity Management Institute's (DEOMI) Organizational Climate Survey, known as the DEOCS, is a commander's tool for assessing the unit environment. The survey measures equal opportunity perceptions, organizational effectiveness, and sexual assault prevention/response measures and is required to be completed annually and within 6 months of a change of command for units with more than 25 personnel ([ALCOAST 337/14](#)).

The survey and report changed significantly in January 2014. DEOCS reports now compare the responses of the unit taking the survey to the responses of the entire Coast Guard. There are 23 factors measured in the report utilizing a four-point scale to indicate the level of agreement. Results are presented using a three color scale and each of the factors is compared to an average range for the overall Coast Guard. The colors relate to percentiles of the overall average.

Blue indicates that a unit is within the 60th percentile of the responses, with green being above the 60th percentile range and red being below. The "Assessment to Solutions" tool, available on the DEOMI website, deomi.org/DEOCS provides unit commanders and any assigned action teams with guidance and resources to help identify any areas of concern and potential solutions to address those concerns. The DEOCS can be requested at deocs.net. For assistance with requesting the survey, interpretation of the survey results, or other assistance, contact your local Civil Rights Service Provider. Submitted by Mr. Jim Ellison

Unit DEOCS Scores Compare to Service Average



Gender Based Employment Decision Violates the Law

The Equal Employment Opportunity Commission (EEOC) ruled that the U.S. Department of Justice violated Title VII when it took into consideration gender biases in a selection process. The Complainant alleged that she was not selected for a position because she was married, pregnant, had children and planned to live separately from her husband and eldest child if selected for the position. Statements in the record made by management indicated that the agency considered the Complainant's potential distance from her spouse and family, along with her pregnancy. The evidence also supported the supposition that male candidates did not face the same scrutiny as the Complainant. The agency was ordered to offer the Complainant the position with expenses, pay \$15,000.00 in non-pecuniary damages for emotional distress, \$45,750.00 in attorney's fees, and \$775.00 in other costs. *Jane Doe v. Eric H. Holder, Jr., Attorney General, Department of Justice (U.S. Marshals Service) 112 LRP 7785 (EEOC OFO 2012)*. Submitted by Melissa J. Purdy



Coast Guard Celebrates Juneteenth: The Implementation of Emancipation as Federal Law

On June 19, 2015, members on Coast Guard Island in Alameda, CA celebrated the 150th anniversary of Juneteenth. What is the significance of Juneteenth? Abraham Lincoln's famous Emancipation Proclamation was enacted on January 1, 1863, freeing slaves in all rebelling states. But two years afterwards, it was estimated that 250K slaves were still not free in the Confederate South. On June 19, 1865 General Gordon Granger was commissioned, along with federal troops, to enforce antislavery laws in Texas, nearly six months prior to the passing of the 13th amendment to the United States Constitution, which abolished slavery. Juneteenth is the country's longest-running observance of the abolishment of slavery. The observance in Alameda was filled with educational activities, food tasting, dancing, and prizes. Submitted by Ms. Trina Anderson



Are You a High Performing Chief Looking for a Rewarding Special Assignment?

Chief Petty Officers looking for a challenging and rewarding assignment are encouraged to consider becoming an Equal Opportunity Advisor (EOA). This assignment provides candidates with life-long knowledge, skills, abilities and experiences vital for Coast Guard Senior Enlisted leaders. These skills also prepare EOAs for employment opportunities as civilians within the Federal workforce.

Preparation: Initial training is held at the Defense Equal Opportunity Management Institute (DEOMI) located at Patrick Air Force Base in Cocoa Beach, Florida. Coast Guard EOAs train alongside colleagues from all of the Armed Forces in a three-month course. Graduates leave DEOMI with the basic skills needed to serve as a Civil Rights Service Provider (CRSP). Professional training continues after graduation; EOAs receive additional training to expand their knowledge and skills by attending courses and seminars throughout their assignment.

Duties: As a CRSP, the EOA processes complaints of discrimination, conducts resolution attempts, assist units with assessing command climate (and advises on methods to improve), conducts training, and meets with leadership. An EOA also assists with the Partnership in Education program and various equal opportunity special observances throughout the year. Unlike other services, Coast Guard EOAs work with both military and civilian personnel.

For additional information and qualifications needed to become an EOA, please see ALCGENL 078/15 and Coast Guard Military Assignments and Authorized Absences, COMDTINST M1000.8, Arts. 1.E.2 and 1.E.16. information is also available on the Special Assignments website uscg.mil/psc/epm/ao/specialassignments.asp Submitted by ETCS Mark Allen



Know of a Partnership In Education program deserving of recognition? Nominate them for a PIE Award!

Please see ALCOAST 254/15 for information regarding the PIE Awards.



Welcome Aboard Newest CRD Shipmates!



Chief Richard Dormido reports to Zone 14 from Air Station Washington. His other previous Coast Guard units were Air Station Barbers Point-HI, and CAMSPAC-CA. From 1984 through 1995, he served in the U.S. Army as a Telecommunications Technician, a Crew Chief, and as a Kiowa Pilot. Chief Dormido holds an Associate Degree in Electrical

Engineering, and a Bachelor's Degree in Computer Technology. His home town is Oakland, California. The Bay Area teams are his favorites: Warriors, A's, Giants, Raiders, & 49ers.

The USCG Civil Rights Directorate welcomes Chief Marine Science Technician Shawn Frohman. Chief Frohman will serve as an Equal Opportunity Advisor for Zone 2 in Cape May, New Jersey.

Chief Frohman joined the Coast Guard in 1997 and spent his first five years as a Reservist in Guam. After the events of September 11, 2001, he volunteered to transfer into active duty and, since then, he has completed tours in Seattle, WA, Dutch Harbor, AK, Guam, American Samoa, and most recently, South Portland, ME. Chief Frohman is married to a member of the Coast Guard Reserves, and together they have four children - two daughters and two sons.

